



## Diversity, Equity and Inclusion Policy

### *Overview*

Synchronoss Technologies, Inc. (“Synchronoss” or “Company”) is proud to be an Equal Opportunity employer. As a global company, we value and celebrate diversity and are committed to providing equal opportunities for all applicants and employees in compliance with domestic and/or international laws (collectively referred to as “applicable laws”). We promote a culture that cares about innovation, professional growth, career development, workplace flexibility and work/life balance.

Synchronoss is committed to providing a workplace free from discrimination and harassment. We take pride in fostering an inclusive environment based on mutual respect and merit. We are at our best when our workforce is dynamic in thought, experience, skill set, race, age, gender, sexual orientation, sexual expression, national origin and beyond.

Diversity means more than just acknowledging and/or tolerating difference. Diversity involves understanding, appreciating and embracing differences and practicing mutual respect for qualities and experiences that are different from the majority. Inclusion is a sense of belonging; feeling respected and valued; feeling a level of support and commitment from others.

We recognize that all persons involved in our operations, including coworkers, supervisors, managers, temporary or seasonal workers, agents, clients, vendors, customers, or any other third party interacting with the Company (“Persons”) come from diverse backgrounds, with varying experiences and needs. We are committed to ensuring equity, diversity and inclusion are embedded into our day-to-day working practices. We actively promote a culture of fairness, respect, equality, diversity, inclusion and engagement and are committed to continuous improvement.

This policy applies to all persons involved in our operations and prohibits harassing conduct by any employee, or third party representative of Synchronoss.

### *Principles.*

The key principles of this policy statement are:

- We believe that every employee brings value, unique perspectives, and their own set of experiences, which make our company stronger and more viable, and our commitment to diversity, equity and inclusion is inherent in this principle.
- We all have a role to play in helping to create a more diverse and inclusive workplace which enables us to promote a culture of inclusion and belonging reflecting the diverse communities within which we operate.

- We take a coherent, integrated and collaborative approach to managing and progressing the Diversity, Equity and Inclusion agenda.
- Our workplace policies, practices and behaviours are designed to foster equitable access and outcomes for all.

### ***Objectives.***

In order to effectively implement this commitment, Synchronoss has identified the following objectives:

- Encourage the development of a business culture based on respect for and appreciation of diversity.
- Provide gender equity, diversity and inclusion training to all employees (including unconscious bias training), which will include content on their responsibilities, applicable laws, and this policy.
- Ensure opportunities are accessible to all and introduce reasonable accommodations to facilitate this where required.
- Enforce a zero-tolerance approach in relation to discrimination, bullying, harassment, sexual harassment, and inappropriate behaviour, thoroughly investigating any reported incidents and taking appropriate actions.
- Develop our reputation as an employer that values difference, attracting and recruiting colleagues from a diverse range of backgrounds for the value they can bring to Synchronoss.

### ***Employee Responsibilities.***

Diversity, Equity and Inclusion affects everybody and we all have a role to play in helping to create a more diverse and inclusive workplace where everyone feels valued and respected. Every employee is responsible for:

- Respectful communication and cooperation between all employees and others aligned with our organization.
- Ensuring that there is a work environment free of all forms of discrimination and harassment.
- Participating in training which supports the implementation of this Policy.
- Embracing and reinforcing our principles of diversity, equity, and inclusion in all our activities.
- Implementing this Policy in day-to-day work and dealings with colleagues and customers.
- Notifying their manager or senior management of any concerns with regard to the conduct of other employees.

### ***Discrimination, Harassment and Bullying.***

We prohibit discrimination and harassment by any employee, including supervisors and co-workers, against employees, applicants for employment, individuals providing services in the workplace pursuant to a contract, interns and volunteers based on their actual or perceived: race (including traits historically associated with race such as hair texture and protective hairstyles), religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status (including registered domestic partnership status), sex and gender (including pregnancy, childbirth, lactation and related medical conditions), gender identity and gender expression (including transgender individuals

who are transitioning, have transitioned, or are perceived to be transitioning to the gender with which they identify), age, sexual orientation, Civil Air Patrol status, military and veteran status, membership with an organization identified with or seeking to promote the interests of a national origin group (collectively referred to as "protected characteristics") and any other consideration protected by applicable laws.

An employee's or applicant for employment's immigration status will not be considered for any employment purposes except as necessary to comply with applicable laws. It does not retaliate or otherwise discriminate against applicants or employees who request a reasonable accommodation for reasons related to disability or religion.

Managers and supervisors who knowingly allow or tolerate discrimination, harassment or retaliation, including the failure to immediately report such misconduct to their Human Resources Business Partner ("HR Business Partner") or the Chief Compliance Officer (CCO), are in violation of this policy and subject to discipline.

#### ***Prohibition of Retaliation.***

We will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

#### ***Confidentiality.***

All complaints and investigations are treated confidentially to the extent possible, and information is disclosed strictly on a need-to-know basis. It may be necessary to reveal the identity of the complainant to the parties involved during the investigation, and adequate steps will be taken to ensure that the complainant is protected from retaliation during and after the investigation. All information pertaining to a complaint or an investigation under this policy will be maintained in secure files within the HR/Compliance department.

#### ***Reporting Inappropriate Conduct.***

If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, the employee is encouraged and expected to report the relevant facts promptly.

An employee or manager who receives complaints of misconduct may make a report either orally or in writing to their supervisor, any member of the Senior Leadership Team ("SLT"), your HR Business Partner, the CCO or the Chief Legal Officer. When a report is received, Synchronoss will conduct a fair, timely, thorough and objective investigation that provides all parties appropriate due process and reaches reasonable conclusions based on the evidence collected. Synchronoss expects all employees to fully cooperate with any investigation conducted by the Company into a complaint of proscribed harassment, discrimination or retaliation, or regarding the alleged violation of any other Company policies.

Upon completion of the investigation, the Company will communicate its conclusion as soon as practical. If the Company determines that this policy has been violated, remedial action will be taken, commensurate with the severity of the offense. Appropriate action will also be taken to deter any such conduct in the future.